

Infopaks

*A Skills Transferability Analysis
to Support Reemployment
and Retraining Plans*

*prepared for
The Former Workers
of*

**Georgia Pacific
Fort James
Operating Division**



A Skills Transferability Analysis to Support Reemployment and Retraining Plans Prepared for The Former Workers of Georgia Pacific Fort James Operating Division

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Background

The Georgia Pacific Corp., Fort James Operating Division, after a long period of uncertainty with periodic layoffs, permanently closed on March 16, 2006. The closure affected approximately 400 production workers and management personnel at the mill in Old Town and 30 additional workers at company wood chip mills in Costigan, Milo, Portage and Houlton.

The Georgia Pacific mill was opened in 1882 under the name the Penobscot Chemical Fiber Company. Until the 1960s the mill manufactured "market pulp" for sale to other mills. A new pulp mill was added in 1966 and the company was renamed the Penobscot Company. A year later this company merged with Diamond International Corp. The new ownership installed the first of two paper machines in 1970 and the second in 1979. After 88 years of continuous operation, the company entered the consumer products market manufacturing toilet tissue, napkins and paper towels. In July 1983 James River Paper purchased the facility and then merged with Fort Howard Paper to create the Fort James Paper Company. In November of 2000 Georgia Pacific acquired Fort James. The company was sold to Koch Industries in 2005.

Old Town is located in the Bangor Metropolitan Statistical Area (MSA), the economic hub of the Northern and Eastern Maine region. The MSA is the largest and most diverse labor market in the region.

The region's employment base has been grounded in traditional manufacturing including sawmills, shoe shops, apparel manufacturing, leather tanneries and paper mills. Over the past 15 years, employment in all these industries, but particularly in the paper and allied products sector, has steadily declined. Between 1987 and 2006, employment levels in paper and allied products in Penobscot County declined by 3,420 jobs, from an annual average of 4,320 in 1987 to 900 in 2006.

Wage Analysis

Wages paid to production workers are pursuant to the labor agreement between Georgia-Pacific Corporation and Paper, Allied Industrial, Chemical and Energy Workers International Union (PACE), AFL-CIO, CLC and Local 1-080 valid from October 1, 2002 – September 30, 2008 as amended April 27, 2003. As the table below clearly shows, the average weekly wage of Georgia Pacific far exceeded those paid in the MSA and statewide in overall terms as well as the manufacturing sector.

Firm/Industry/Area	Average Weekly Wage	GP Comparison
Georgia Pacific Corp	\$1,131	
Bangor MSA	618	+183%
Bangor MSA Manufacturing Sector	744	+152%
Statewide	631	+179%
Statewide Manufacturing Sector	854	+132%

Appendix A lists mill occupational wage scales for all each job classification extracted from the above referenced union contract.

Employment Projections to 2012

According to our Maine Statewide Employment Projections to 2012, on average, employment is expected to grow by 10.3 percent between 2002 and 2012. Employment opportunities will be concentrated in the service-providing industries, with education and health services, retail trade and leisure and hospitality services expected to account for about two-thirds of all new jobs. The manufacturing sector is expected to decline by 13.5 percent overall and employment in the paper manufacturing industry is expected to fall by 24.8 percent.

Industries projected to gain the most jobs between 2002 and 2012 in the Northeast Region are listed below and match industries expected to gain the most jobs statewide.

Northeast Region Industries Projected to Gain the Most Jobs Between 2002 and 2012

1. Social Assistance
2. Ambulatory health care services
3. Food services and drinking places
4. Hospitals
5. Nursing and residential care facilities
6. Professional and technical services
7. Administrative support services
8. Local government

The occupational structure of employment will shift due to changes in the industrial structure and shifting occupational staffing patterns within each industry. Based on projected industry growth in the Northeast Region between 2002 and 2012, there are a number of occupations which will have above-average employment growth and earnings. These replacement opportunities include, but are not limited to, health care technical disciplines, special trade construction occupations, heavy equipment operators, truck drivers and automotive service and repair.

Occupational projections to 2012 for both the State and Northeast Region are used for comparative analysis in the narrative and occupational profiles. In the appendix updated statewide occupational projections to 2014 are provided. Regional projections for 2014 are not available.

Jobs in Demand—Current Job Openings in Maine

A search for available job openings recently on the Labor Market Information Services web site called Job Openings in Maine revealed very few current job openings for most of the matched occupations (Georgia Pacific job titles were matched to Standard Occupational Classification Codes). There were only forty-three openings for all the matched occupations within commuting distance for most GP workers. The largest number of openings were for Production Worker Helpers (12), General Managers (9) and Janitors and Cleaners (7). No other category exceeded three openings in the Bangor Metropolitan Statistical Area. In none of the matched occupations did the available opening approximate the current wage level of the dislocated worker with comparable skill sets. In summary, overall demand is weak. Most of the workers will need some kind of re-training to be able to compete for jobs in Maine that will have a positive employment forecast and approximate former wages earned at Georgia Pacific.

Reemployment Prospects

The industrial base of the region continues shifting from one predominated by goods-producing industries to one based on service-producing industries. The approximately 450 Georgia Pacific (GP) layoffs add to the more than 2,000 manufacturing jobs lost in this region since 2004. As the economy shifts to a service orientation, increasing numbers of employed workers are in part-time, seasonal or on-call positions. The majority of these workers will be seeking full-time employment, and if they are unable obtain such a position, will often engage in multiple job holding, having two or three separate part-time jobs. Jobs in a service-oriented economy providing full-time employment at quality wages with benefits require specific technical skills. The skill sets of these dislocated workers obtained through years of papermaking are, on the whole, not transferable in the current growing service-oriented economy. The lack of in-demand skills limits reemployment opportunities for these workers.

Retraining Possibilities

The profiles for matched occupations included in this report contain related occupations, with training requirements. These occupations were selected based on projected employment growth from 2002-2012 and comparable wages earned at GP.

Workers may have additional work experience and hobbies and interests beyond their work skills for a particular GP job title. These may lead to additional retraining possibilities for other occupations in demand. Clients should work with a CareerCenter counselor to identify more options by looking at other future occupations in demand that may not be listed in the following GP occupational analysis. It would be helpful for clients to look at “Hot Jobs in Maine to 2012” and Career Opportunities for College Graduates to 2012” produced by the Division of Labor Market Information Services. This would provide a starting point for reviewing their occupations in demand that they may be interested in exploring.

As a next best option to longer-term retraining, workers and placement specialists should look at the matched occupational profile for the list of largest employing industries as a source of potential job openings

Listing of Job Titles, Number of Workers and Equivalent Standard Occupational Codes

The Georgia Pacific Corp. provided the Maine Department of Labor pursuant to WARN notification laws, a list of 369 production workers affected by the plant closure of their Old Town facility. The list included 90 detailed job classifications used to analyze skill levels of impacted workers. We examined the skills for each occupation provided by the company along with supplemental information provided by labor union representatives to ensure that we fully captured all the details associated with job performance. This procedure allowed us to match the GP job titles to common Standard Occupational Classification Codes (SOC). Conversion to SOC provides the basis for comparative analysis to related occupations found in Maine and the regional economy. Such analysis also permits the identification of comparable jobs in different industries or helps in the assessments of skills gaps for workers seeking new careers.

GP JOB TITLES	WORKERS	MATCHED SOC CLASSIFICATION
Tissue Machine Process – Spare Tissue Machine 1 Operator Tissue Machine 2 Operator # 2 Lead Operator – Level 2 #1 Dry End Operator 1 Tissue Machine Operator – Level 2 #2 Dry End Operator 1 TM Stock Prep Operator TM Lead Operator – Level 2	45	Paper Goods Machine Setters, Operators and Tenders
Journeyman A Journeyman W/2 C-5 Tech Specialist Journeyman W/2 C-5 Trades Journeyman W/2 Specialist Journeyman W/2 Tech Specialist	33	Millwrights
Assistant Janitors Assistant Utilities Converting Utilities Utilities Operators Utilities Process Spare – Forklift Yard Janitors	27	Janitors and Cleaners
1K Machine Tender Pulp Mill Assistant Kraft Process Spare Pulp Mill Process Spare Bleach Plant Operator CLO2 Operator – Chemical Mixer Chemical Prep Assistant	27	Mixing and Blending Machine Setters, Operators and Tenders
1075 Shift 1992 E&I E&I Planner E&I Technician A E&I Technician B Shift 1992 E&I A – Electrician	23	Electricians
Journeyman W/2 Technical Specialist	20	Plumbers, Pipefitters and Steamfitters
Referenced from Staffing Patterns	18	Chemical Plant and Systems Operators

Recovery Helper Liquor Prep Recovery Operator Recovery Helper I Assistant Recovery Operator – 1 st Asst.	18	Separating, Filtering, Clarifying, Precipitating and Still Machine Setters and Operators
Fuel Handler – Oil Fuel Handler Spare – Oil General Laborer II General Laborer III	18	Laborers and Freight, Stock and Material Movers, Hand
Superintendent of Maintenance II Supervisor of Maintenance III Superintendent of Maintenance III Leadman A W/2 Tech. Specialist – Super. Leadman W/2 Tech. Specialist – Super. Maintenance Lead Cleaner – Supervisor	15	First Line Supervisors/Managers of Mechanics, Installers and Repairs
Digester Operator Feedwater Operator Support Group Process – Spare	13	Production Worker, All Others
Referenced from Staffing Patterns	12	Mechanical Engineers
Area Supervisor Supervisor III – Pulp Superintendent: Shipping & Product Superintendent II: Power & Rec. Supervisor: Production Scheduling Superintendent I – Paper Superintendent: Process Control Superintendent: Technical Services III Leadman W/2 C-5 Supervisor	12	First Line Supervisors of Production and Operating Workers
Process Control Engineer II Process Control Engineer Process Engineer II Senior Process Engineer Senior Staff Project Engineer	11	Industrial Engineers
Woodroom Assistant Woodroom Operator Woodroom Process Spare	10	Tank Car, Truck and Ship Loaders (Includes Unloaders)
Converting Material Servicer General Equipment Operator – Yard General Equipment Operator – Yard II	10	Industrial Truck and Tractor Operators
1K Machine 2 nd Hand Fiber Process Spare Yard – General Laborer	8	Helpers, Production Workers
Fiber/Energy Clerk – Scheduler Passport Clerk – Work Management	7	Production, Planning and Expediting Clerks

Planner

Manager – Engineering Projects II Assistant Superintendent - Power Assistant Super. – Maintenance I	6	Engineering Managers
WTP Operator 3 – HPBL WTP Operator IV – HPBL WTP Operator V – HPBL WTP Process Spare WTP SR Operator 3 – HPBL	5	Stationary Engineers and Boiler Operators
Operations Manager	1	General and Operations Manager
Communications Manager II	1	Administrative Services Managers

OCCUPATIONAL PROFILES FOLLOW IN ALPHABETICAL ORDER

Footnotes for Profiles

- 1/ Source: Maine Department of Labor, Labor Market Information Services, *Occupational Employment Statistics; Occupational Employment Projections 2002-2012*.
- 2/ Source: Maine Department of Labor, Labor Market Information Services, *Maine Employment Outlook to 2012 Northeast Region*.

MATCHED OCCUPATION: General and Operations Managers SOC 11-1021

GP Job Titles: Referenced from Common Staffing Patterns

Number of Affected Workers: 1

Training Requirements: Bachelor's Degree plus Work Experience

Wages: GP: \$37.85

Maine 2005 Average Wage: \$38.07

Largest Employing Maine Industries:

Employment	Industry
599	Food and Beverage Stores
479	Merchant Wholesalers, Durable Goods
454	Motor Vehicle and Parts Dealers
449	Professional and Technical Services
412	Administrative and Support Services

Maine Employment Forecast

Year	2002	2012	Net Change	Percent Change
Year 2002	11,288			
Year 2012	12,918			
Net Change	1,630			
Percent Change	14.4%			

Ave. Annual Openings:	Total	Due to Growth	Due to Replacement
	376	163	213

Area Annual Openings

Northeast Regional Employment Forecast:

Year	2002	2012	Percent Change to 2012
Year 2002	1,876		
Year 2012	2,048		
Percent Change to 2012			9.2%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
41-1011 ²	Supervisors/Managers: Retail Sales Workers**	1,705	9.4%	\$15.52*	Wrk Exp Reltd
49-1011 ²	Supervisors/Managers: Mechanics/Installers	421	2.6	23.30	Wrk Exp Reltd
53-1031 ²	Supervisors/Managers: Transportation, etc.	182	3.8	22.72	Wrk Exp Reltd
11-3071 ²	Transportation Managers	89	4.5	29.28	Wrk Exp Reltd
13-1199 ²	Business Operations Specialists	507	24.1	25.23	B.A.

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Administrative Services Manager SOC 11-3011

GP Job Titles: Communications Manager II

Number of Affected Workers: 1

Training Requirements: Bachelor's Degree plus Experience

Wages: GP: \$27.73

Maine 2005 Average Wage: \$26.40

Largest Employing Maine Industries:

Employment	Industry
89	Educational Services
68	Hospitals
65	Credit Intermediation and Related Activities
63	Insurance Carriers and Related Activities
60	Nursing and Residential Care Facilities

Maine Employment Forecast

Year	2002	2012	Net Change	Percent Change
Employment	1,065	1,184	119	11.2%
Ave. Annual Openings:				
Total	33	4	12	1
Due to Growth	12	1	21	3
Due to Replacement	21	3		

Northeast Regional Employment Forecast:

Year	2002	2012	Percent Change to 2012
Employment	167	172	3.0%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
11-3031 ²	Finance Managers**	388	9.8%	\$33.65*	B.A. + Wrk Exp
11-3040 ²	Human Resource Managers	151	4.0	31.68	B.A. + Wrk Exp
11-9111 ²	Medical and Health Service Managers	264	26.9	34.81	Wrk Exp Reltd
13-1111 ²	Management Analysts	157	7.6	21.71	B.A. + Wrk Exp
13-2031 ²	Budget Analysts	34	5.9	25.04	B.A.

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Engineering Managers SOC 11-9041

GP Job Titles: Manager - Analysis
Manager - Engineer Projects II
Assistant Superintendent - Power
Assistant Superintendent - Maintenance I

Number of Affected Workers: 6

Training Requirements: Bachelor's Degree plus Work Experience

Wages: GP: \$56.86

Maine 2005 Average Wage: \$44.90

Largest Employing Maine Industries:

Employment	Industry
128	Computer and Electronics Product Mfg.
108	Professional and Technical Services
53	Paper Manufacturing
29	Fabricated Metal Product Manufacturing
16	Broadcasting (except Internet)

Maine Employment Forecast

Year 2002	776	Ave. Annual Openings:	Area Annual Openings
Year 2012	785	Total	17
Net Change	9	Due to Growth	1
Percent Change	1.2%	Due to Replacement	16

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
88	83	-5.7%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
17-2011 ¹	Aerospace Engineers**	N/A	N/A	\$40.34*	B.S.
17-2051 ²	Civil Engineers	171	-6.4%	31.08	B.S.
17-2111 ²	Industrial Safety and Health Engineers	18	0.0	24.96	B.S.
17-2121 ¹	Marine Engineers	70	-8.6	33.17	B.S.
17-2151 ¹	Mining and Geological Engineers	N/A	N/A	N/A	B.S.

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Industrial Engineers SOC 17-2112

GP Job Titles: Process Control Engineer II
Process Control Engineer
Process Engineer II
Senior Process Engineer Senior Staff Project Engineer

Number of Affected Workers: 11

Training Requirements: Bachelor's Degree

Wages: GP: \$36.11

Maine 2005 Average Wage: \$31.11

Largest Employing Maine Industries:

Employment	Industry
113	Paper Manufacturing
58	Fabricated Metal Products Manufacturing
27	Plastics and Rubber Products Manufacturing
14	Management of Companies and Enterprises
10	Nonmetallic Mineral Products Manufacturing

Maine Employment Forecast

Year 2002	459	Ave. Annual Openings:	Area Annual Openings
Year 2012	426	Total	11
Net Change	-33	Due to Growth	0
Percent Change	-7.2%	Due to Replacement	11

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
106	99	-6.6%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
17-2011 ¹	Aerospace Engineers**	N/A	N/A	\$40.34*	B.S.
17-2131 ¹	Materials Engineer	40	0.0	33.18	B.S.
17-2151 ¹	Mining and Geological Engineers	N/A	N/A	N/A	B.S.
17-3026 ²	Industrial Engineering Technicians	35	-22.9	20.96	Associates
17-3027 ¹	Mechanical Engineering Technicians	71	-5.6	21.28	Associates

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Mechanical Engineers SOC 17-2141

GP Job Titles: Referenced from Common Staffing Patterns

Number of Affected Workers: 12

Training Requirements: Bachelor's Degree

Wages: GP: \$38.51

Maine 2005 Average Wage: \$31.08

Largest Employing Maine Industries:

Employment	Industry
142	Professional and Technical Services
64	Machinery Manufacturing
44	Fabricated Metal Product Manufacturing
38	Specialty Trade Contractors
37	Paper Manufacturing

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	710		
Year 2012	686	Total 19	2
Net Change	-24	Due to Growth 0	0
Percent Change	-3.4%	Due to Replacement 19	2

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
86	77	-10.5%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
17-3011 ²	Civil Drafters**	88	-8.0%	\$18.01*	Post-secd. Voc
17-3013 ²	Mechanical Drafters	101	-24.8	23.12	Post-secd. Voc
17-3022 ²	Civil Engineering Technicians	60	-11.7	19.02	Associates Deg
17-3023 ²	Electronics Engineering Technicians	55	-1.8	22.15	Associates Deg

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Janitors and Cleaners SOC 37-2011

GP Job Titles: Assistant Janitors
Assistant Utilities
Converting Utilities
Utilities Operators
Utilities Process - Spare
Yard Janitors

Number of Affected Workers: 27

Training Requirements: Short-term On-the-Job Training

Wages: GP: \$16.84

Maine 2005 Average Wage: \$10.58

Largest Employing Maine Industries:

Employment	Industry
2,770	Educational Services
2,179	Administrative and Support Services
685	Membership Organizations and Associations
542	Food Services and Drinking Places
315	Hospitals

Maine Employment Forecast

Year 2002	10,582	Ave. Annual Openings:	Area Annual Openings
Year 2012	11,821	Total	325
Net Change	1,239	Due to Growth	124
Percent Change	11.7%	Due to Replacement	201

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
1,872	2,001	6.9%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
37-3011 ²	Landscaping and Groundskeeping Wrkrs**	852	15.0%	\$10.67*	Short-term O-J-T
47-3011 ²	Helpers - Brickmasons, Blockmasons, etc.	43	-14.0	13.30	Short-term O-J-T
47-3015 ²	Helpers - Pipelayers, Plumbers, etc.	35	-17.1	13.83	Short-term O-J-T
49-3022 ²	Automotive Glass Installers and Repairers	17	11.8	12.65	Long-term O-J-T
49-9011 ¹	Mechanical Door Repairers	52	21.2	12.76	Mod-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Production, Planning and Expediting Clerks SOC 43-5061

GP Job Titles: Fiber/Energy Clerk - Scheduler
Passport Clerk - Work Management
Planner

Number of Affected Workers: 7

Training Requirements: Short-term On-the-Job Training

Wages: GP: \$25.76

Maine 2005 Average Wage: \$19.22

Largest Employing Maine Industries:

Employment	Industry
396	Transportation Equipment Manufacturing
56	Professional and Technical Services
52	Fabricated Metal Products Manufacturing
27	Computer and Electronics Product Manufacturing
26	Merchant Wholesalers, Durable Goods

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	1,110		
Year 2012	1,098	Total 27	3
Net Change	-12	Due to Growth 0	0
Percent Change	-1.1%	Due to Replacement 27	3

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
125	113	-9.6%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
43-3061 ²	Procurement Clerks**	33	-15.2%	\$15.46*	Short-term O-J-T
43-4151 ²	Order Clerks	142	-25.4	12.10	Short-term O-J-T
43-5071 ²	Shipping, Receiving, and Traffic Clerks	422	-10.4	12.42	Short-term O-J-T
43-5081 ²	Stock Clerks - Stockroom, Warehouse, etc.	1,083	-12.7	9.99	Short-term O-J-T
43-5111 ²	Weighers, Measurers, Checkers, etc.	39	2.6	12.77	Short-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Electricians SOC 47-2111

GP Job Titles: 1075 Shift 1992 Electrical/Instrumentation E & I
E & I Planner
E & I Technician A
E & I Technician B
Shift 1992 E & I A - Electrician

Number of Affected Workers: 23

Training Requirements: Long-term On-the-Job Training

Wages: GP: \$27.78

Maine 2005 Average Wage: \$19.69

Largest Employing Maine Industries:

Employment	Industry
1,561	Specialty Trade Contractors
252	Paper Manufacturing
81	Utilities
39	Hospitals
31	Educational Services

Maine Employment Forecast

Year	2002	2012	Net Change	Percent Change
Employment	3,549	3,665	116	3.3%
Ave. Annual Openings:				
Total	82	12		
Due to Growth	12	0		
Due to Replacement	70	12		

Northeast Regional Employment Forecast:

Year	2002	2012	Percent Change to 2012
Employment	603	581	-3.6%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
17-3012 ¹	Electronic Drafters	73	-4.1%	\$20.71*	Post-secd. Voc
17-3023 ²	Electronic Engineering Technicians	55	-1.8	22.15	Associates Deg
49-2011 ²	Data Processing Equipment Repairers	101	5.0	16.25	Post-secd. Voc
49-2091 ²	Avionics Technicians	10	30.0	20.50	Post-secd. Voc
49-2094 ²	Electrical and Electronics Repairers, etc.	115	-23.5	23.09	Post-secd. Voc

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Plumbers, Pipefitters, and Steamfitters SOC 47-2152

GP Job Titles: Journeyman W/2 Technical Specialist

Number of Affected Workers: 20

Training Requirements: Long-term On-the-Job Training

Wages: GP: \$24.01

Maine 2005 Average Wage: \$19.31

Largest Employing Maine Industries:

Employment	Industry
832	Specialty Trade Contractors
198	Paper Manufacturing
25	Education Services
16	Repair and Maintenance
13	Hospitals

Maine Employment Forecast

				Area Annual
Year 2002	2,459	Ave. Annual Openings:		Openings
Year 2012	2,386	Total	57	9
Net Change	-73	Due to Growth	0	0
Percent Change	-3.0%	Due to Replacement	57	9

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
405	363	-10.4%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
47-2011 ²	Boilermakers**	29	-24.1%	\$22.40*	Long-term O-J-T
47-2031 ²	Ship Carpenters and Joiners	1,563	-1.5	15.28	Long-term O-J-T
47-2221 ²	Structural Iron and Steel Workers	35	-8.6	17.40	Long-term O-J-T
49-3043 ²	Rail Car Repairers	19	-10.5	21.52	Long-term O-J-T
51-4121 ²	Welders and Cutters	201	-4.0	16.81	Long-term O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: First-Line Supervisors/Managers of Mechanics, Installers, and Repairers SOC 49-1011

GP Job Titles: Superintendent of Maintenance II
Superintendent of Maintenance III
Supervisor of Maintenance III
Leadman A W/2 Technical Specialist - Supervisory
Leadman W/2 Technical Specialist - Supervisory
Maintenance Lead Cleaner - Supervisor

Number of Affected Workers: 15

Training Requirements: Work Experience in a Related Field

Wages: GP: \$25.71

Maine 2005 Average Wage: \$22.42

Largest Employing Maine Industries:

Employment	Industry
371	Motor Vehicles and Parts Dealers
251	Paper Manufacturing
161	Repair and Maintenance
94	Nonstore Retailers
74	Utilities

Maine Employment Forecast

Year	2002	2012	Net Change	Percent Change
Employment	2,080	2,288	208	10.0%
Ave. Annual Openings:				
Total	73	12		
Due to Growth	21	1		
Due to Replacement	52	11		

Northeast Regional Employment Forecast:

Year	2002	2012	Percent Change to 2012
Employment	421	432	2.6%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
17-2121 ¹	Marine Engineers**	70	-8.6	\$33.17*	Bachelor's Deg
19-4041 ¹	Geological Data Technicians	10	20.0	15.81	Associates Deg
37-1012 ²	First-Line Supervisors/Mgrs - Landscaping Wrkrs	111	13.5	16.89	Wrk Exp Reltd
45-1011 ²	First-Line Supervisors/Mgrs - Logging Workers	65	3.1	21.17	Wrk Exp Reltd
51-8012 ²	Power Distributors and Dispatchers	28	-7.1	25.50	Long-term O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Millwrights SOC 49-9044

GP Job Titles: Journeyman A
Journeyman A W/2 C-5 Tech Specialist
Journeyman W/2 C-5 Trades
Journeyman W/2 Specialist
Journeyman W/2 Tech Specialist

Number of Affected Workers: 33

Training Requirements: Long-term On-the-Job Training

Wages: GP: \$24.01

Maine 2005 Average Wage: \$20.19

Largest Employing Maine Industries:

Employment	Industry
472	Paper Manufacturing
92	Specialty Trade Contractors
58	Wood Product Manufacturing
Confidential	Construction of Buildings
Confidential	Electrical Equipment and Appliances

Maine Employment Forecast

Year 2002	749	Ave. Annual Openings:	Area Annual Openings
Year 2012	597	Total	18
Net Change	-152	Due to Growth	0
Percent Change	-20.3	Due to Replacement	18

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
210	157	-25.2%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
49-3011 ²	Airframe and Power Plant Mechanics**	154	5.8%	\$17.57*	Post-secd. Voc
49-9042 ²	Maintenance and Repair Workers, General	967	3.8	15.25	Mod. O-J-T
51-4041 ²	Machinists	243	-9.5	18.92	Long-term O-J-T
51-4081 ²	Combination Machine Tool Stters, etc.	19	-15.8	14.85	Long-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: First-Line Supervisors/Manager of Production and Operating Workers SOC 51-1011

GP Job Titles: Area Supervisor
Superintendent III - Pulp
Superintendent: Shipping and Product Control
Superintendent II: Power and Rec
Supervisor: Production Scheduling
Superintendent I - Paper
Superintendent: Process Control
Superintendent: Technical Services III
Leadman W/2 C-5 Supervisor

Number of Affected Workers: 12

Training Requirements: Work Experience in a Related Occupation

Wages: GP: \$25.60

Maine 2005 Average Wage: \$21.78

Largest Employing Maine Industries:

Employment	Industry
479	Transportation Equipment Manufacturing
409	Paper Manufacturing
268	Wood Product Manufacturing
232	Fabricated Metal Product Manufacturing
194	Food Manufacturing

Maine Employment Forecast

Year 2002	3,534	Ave. Annual Openings:	Area Annual Openings
Year 2012	3,377	Total	74
Net Change	-157	Due to Growth	0
Percent Change	-4.4%	Due to Replacement	74

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
532	474	-10.9%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
11-3051 ²	Industrial Production Managers**	123	-13.8%	\$34.33*	Bachelor's Deg
11-3061 ²	Purchasing Managers	82	1.2	33.15	Bach Deg + Exp
11-9121 ²	Natural Sciences Managers	52	5.8	36.99	Bach Deg + Exp
17-3026 ²	Industrial Engineering Technicians	35	-22.9	20.96	Associates Deg
45-1011 ²	First-Line Supvrs/Mgrs- Farming, Fishing, etc.	65	3.1	21.17	Wrk Exp Reltd.

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Stationary Engineers and Boiler Operators SOC 51-8021

GP Job Titles: WTP Operator 3 - HPBL
WTP Operator IV - HPBL
WTP Operator V - HPBL
WTP Process Spare
WTP SR Operator 3 - HPBL

Number of Affected Workers: 5

Training Requirements: Long-term On-the-Job Training

Wages: GP: \$23.03

Maine 2005 Average Wage: \$19.64

Largest Employing Maine Industries:

Employment	Industry
168	Paper Manufacturing
101	Wood Product Manufacturing
48	Hospitals
21	Food Manufacturing
Confidential	Administrative and Support Services

Maine Employment Forecast

Year	2002	430	Ave. Annual Openings:	Area Annual Openings
Year	2012	355	Total	8
Net Change		-75	Due to Growth	0
Percent Change		-17.4%	Due to Replacement	8

Northeast Regional Employment Forecast:

Year	2002	Year	2012	Percent Change to 2012
	97		78	-19.6%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-2021 ²	Coil Winders, Tapers, and Finishers**	23	-17.4	\$13.21*	Short-term O-J-T
51-4122 ²	Soldering and Brazing Machine Operators	93	-9.7	16.65	Moderate O-J-T
51-8013 ²	Power Plant Operators	44	-9.1	16.07	Long-term O-J-T
51-9012 ²	Separating, Filtering, etc. Setters and Opers	59	-22.0	18.32	Moderate O-J-T
51-9196 ²	Paper Goods Machine Setters, etc.	268	-25.4	19.33	Moderate O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Chemical Plant and System Operators SOC 51-8091

GP Job Titles: Referenced from Common Staffing Patterns

Number of Affected Workers: 18

Training Requirements: Bachelor's Degree

Wages: GP: \$22.20

Maine 2005 Average Wage: \$21.81

Largest Employing Maine Industries:

Employment	Industry
Confidential	Chemical Manufacturing
Confidential	Nonmetallic Mineral Product Manufacturing
Confidential	Paper Manufacturing

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	NA	Total	NA
Year 2012	NA	Due to Growth	NA
Net Change	NA	Due to Replacement	NA
Percent Change	NA		

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
NA	NA	NA

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-8031 ²	Water and Liquid Waste Treatment Operers.**	108	0.0%	\$16.07*	Long-term O-J-T
51-9041 ²	Extruding, Forming, Pressing Setters, etc.	75	-22.7	13.58	Moderate O-J-T
51-9051 ²	Furnace, Kiln, Drier Operators, etc.	45	-28.9	18.29	Moderate O-J-T
51-9132 ²	Photographic Processing Machine Operators	49	-12.2	12.66	Short-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Separating, Filtering, Clarifying, and Still Machine Setters and Operators SOC 51-9012

GP Job Titles: Recovery Helper
Liquor Prep
Recovery Operator
Recovery Helper I
Assistant Recovery Operator - 1st Assistant

Number of Affected Workers: 18

Training Requirements: Moderate On-the-Job Training

Wages: GP: \$23.36

Maine 2005 Average Wage: \$18.32

Largest Employing Maine Industries:

Employment	Industry
16	Beverage and Tobacco
Confidential	Food Manufacturing
Confidential	Food Services and Drinking Places
Confidential	Paper Manufacturing
Confidential	Petroleum and Coal Products Manufacturing

Maine Employment Forecast

Year 2002	226	Ave. Annual Openings:	Area Annual Openings	
Year 2012	195	Total	7	2
Net Change	-31	Due to Growth	0	0
Percent Change	-13.7%	Due to Replacement	7	2

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
59	46	-22.0%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-4031 ²	Cutting, Punching, and Press Operators**	65	-13.8%	\$13.27*	Moderate O-J-T
51-5023 ²	Printing Machine Operators	89	1.1	14.16	Moderate O-J-T
53-7011 ²	Conveyor Operators and Tenders	54	-20.4	14.08	Short-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Mixing and Blending Machine Setters, Operators and Tenders SOC 51-9023

GP Job Titles: 1K Machine Tender Bleach Plant Operator
Pulp Mill Assistant CLO2 Operator - Chemical Mixer
Kraft Process Spare Chemical Prep Assistant
Pulp Mill Process Spare

Number of Affected Workers: 27

Training Requirements: Moderate On-the-Job Training

Wages: GP: \$21.77

Maine 2005 Average Wage: \$17.63

Largest Employing Maine Industries:

Employment	Industry
241	Paper Manufacturing
28	Chemical Manufacturing
11	Nonmetallic Mineral Product Manufacturing
Confidential	Building Material and Garden Supply Stores
Confidential	Food Manufacturing

Maine Employment Forecast

				Area Annual
Year 2002	415	Ave. Annual Openings:		Openings
Year 2012	329	Total	23	2
Net Change	-86	Due to Growth	11	0
Percent Change	-20.7%	Due to Replacement	11	2

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
92	65	-29.3%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-2021 ²	Coil Winders, Tapers, and Finishers**	23	-17.4%	\$13.21*	Short-term O-J-T
51-4072 ²	Molding, Coremaking, Casting Setters, etc.	11	-18.2	12.29	Moderate O-J-T
51-4081 ²	Multiple Machine Tool Setters, etc.	19	-15.8	13.36	Moderate O-J-T
51-4122 ²	Welding, Soldering, and Brazing Operators	93	-9.7	16.65	Moderate O-J-T
51-9032 ²	Cutting and Slicing Machine Setters, etc.	153	-22.2	14.59	Moderate O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Paper Goods Machine Setters, Operators and Tenders SOC 51-9196

GP Job Titles: Tissue Machine Process - Spare Tissue Machine Operator Level 2
 Tissue Machine 1 Operator Tissue Machine 2 Operator
 Tissue Machine 2 Dry End Operator Tissue Machine Stock Prep Operator
 Tissue Machine 2 Lead Operator Level 2 Tissue Machine 1 Dry End Operator 1
 Tissue Machine Lead Operator Level 2

Number of Affected Workers: 45

Training Requirements: Moderate-term On-the-Job Training

Wages: GP: \$25.19

Maine 2005 Average Wage: \$19.33

Largest Employing Maine Industries:

Employment	Industry
957	Paper Manufacturing
Confidential	Printing and Related Support Activities
Confidential	Professional and Technical Services
Confidential	Publishing Industries

Maine Employment Forecast

Year 2002	1,013	Ave. Annual Openings:	Area Annual Openings
Year 2012	822	Total	22
Net Change	-191	Due to Growth	0
Percent Change	-12.1%	Due to Replacement	22

Northeast Regional Employment Forecast:

Year 2002	Year 2012	Percent Change to 2012
268	200	-25.4%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-2021 ²	Coil Winders, Tapers and Finishers**	23	-17.4%	\$13.21*	Short-term O-J-T
51-4031 ²	Punching Machine Setters, etc.	65	-13.8	13.27	Moderate O-J-T
51-4072 ²	Casting Machine Set-Up Operators	11	-18.2	12.29	Moderate O-J-T
51-5023 ²	Printing Machine Operators	89	1.1	14.16	Moderate O-J-T
51-9041 ²	Extruding, Forming, Pressing Setters, etc.	75	-22.7	13.58	Moderate O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Helpers, Production Workers SOC 51-9198

GP Job Titles: 1K Machine 2nd Hand
Fiber Process Spare
Yard - General

Number of Affected Workers: 8

Training Requirements: Short-term On-the-Job Training

Wages: GP: \$17.47

Maine 2005 Average Wage: \$11.33

Largest Employing Maine Industries:

Employment	Industry
338	Wood Product Manufacturing
255	Food Manufacturing
229	Paper Manufacturing
133	Administrative and Support Services
79	Printing and Related Support Activities

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	1,616		
Year 2012	1,412	Total 45	6
Net Change	-195	Due to Growth 0	0
Percent Change	-12.1%	Due to Replacement 45	6

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
219	182	-16.9%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
47-3015 ²	Helpers, Pipelayers, Plumbers, etc.**	35	-17.1%	\$12.28*	Short-term O-J-T
49-9043 ²	Maintenance Workers, Machinery	101	-16.8	16.25	Short-term O-J-T
51-4011 ²	Controlled Machine Operators, etc.	185	-1.6	15.63	Moderate O-J-T
51-4072 ²	Molding, Coremaking, Casting Machine, etc.	11	-18.2	12.29	Moderate O-J-T
51-9032 ²	Cutting and Slicing Machine Setters, etc.	153	-22.2	14.59	Short-term O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Production Workers, All Others SOC 51-9199

GP Job Titles: Digester Operator
Feedwater Operator
Support Group Process - Spare

Number of Affected Workers: 13

Training Requirements: Moderate On-the-Job Training

Wages: GP: \$22.20

Maine 2005 Average Wage: \$14.08

Largest Employing Maine Industries:

Employment	Industry
1,223	Paper Manufacturing
79	Leather and Allied Product Manufacturing
58	Nonmetallic Product Manufacturing
20	Animal Production
11	Agriculture and Forestry Support Activity

Maine Employment Forecast

Year	2002	2012	Net Change	Percent Change
Employment	2,737	2,308	-429	-15.7%
Ave. Annual Openings:				
Total	65	13		
Due to Growth	0	0		
Due to Replacement	65	13		

Northeast Regional Employment Forecast:

Year	2002	2012	Percent Change to 2012
Employment	534	406	-24.0%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
47-3015 ²	Helpers, Pipelayers, Plumbers, etc.**	35	-17.1%	\$13.83*	Short-term O-J-T
49-9043 ²	Maintenance Workers, Machinery	101	-16.8	16.25	Short-term O-J-T
51-4011 ²	Controlled Machine Operators, etc.	185	-1.6	15.63	Moderate O-J-T
51-4072 ²	Molding, Coremaking, Casting, etc.	11	-18.2	12.29	Moderate O-J-T
51-9032 ²	Cutting and Slicing Machine Setters, etc.	153	-22.2	14.59	Moderate O-J-T

*Wages are Mean Wage Rates

**Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Industrial Truck and Tractor Operators SOC 53-7051

GP Job Titles: Converting Material Servicer
General Equipment Operator - Yard
General Equipment Operator II - Yard

Number of Affected Workers: 10

Training Requirements: Short-term On-the-Job Training

Wages: GP: \$22.78

Maine 2005 Average Wage: \$13.56

Largest Employing Maine Industries:

Employment	Industry
374	Paper Manufacturing
251	Wood Product Manufacturing
185	Building Material and Garden Supply Stores
141	Merchant Wholesalers, Durable Goods
132	Waste Management and Remediation Services

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	2,742		
Year 2012	2,723	Total 52	8
Net Change	-19	Due to Growth 0	0
Percent Change	-0.7%	Due to Replacement 52	8

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
414	387	-6.5%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
37-2011 ²	Janitors and Cleaners, except Maids**	1,872	6.9%	\$10.58*	Short-term O-J-T
47-2121 ²	Glaziers	20	-10.0	14.92	Long-term O-J-T
53-7081 ²	Refuse and Recyclable Collectors	108	0.9	10.19	Short-term O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Laborers and Freight, Stock, and Material Movers, Hand SOC 53-7062

GP Job Titles: Fuel Handler - Oil
Fuel Handler Spare - Oil
General Laborer II
General Laborer III

Number of Affected Workers: 18

Training Requirements: Short-term On-the-Job Training

Wages: GP: \$16.38

Maine 2005 Average Wage: \$10.20

Largest Employing Maine Industries:

Employment	Industry
1,439	Administrative and Support Services
700	Merchant Wholesalers, Nondurable Goods
600	General Merchandise Stores
568	Food and Beverage Stores
455	Merchant Wholesalers, Durable Goods

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	7,942	Total	260
Year 2012	7,596	Due to Growth	0
Net Change	-346	Due to Replacement	260
Percent Change	-4.4%		45

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
1,376	1,232	-10.5%

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)

Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-3011 ²	Bakers, Manufacturing**	132	9.8%	\$10.04*	Long-term O-J-T
51-9195 ²	Molders, Shapers, Casters, etc.	21	-23.8	11.78	Moderate O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

MATCHED OCCUPATION: Tank Car, Truck and Ship Loaders (Includes Unloaders) SOC 53-7121

GP Job Titles: Woodroom Assistant
Woodroom Operator
Woodroom Process Spare

Number of Affected Workers: 10

Training Requirements: Medium Preparation Needed

Wages: GP: \$18.87

Maine 2005 Average Wage: \$14.78

Largest Employing Maine Industries:

Employment	Industry
Confidential	Nonmetallic Mineral Product Manufacturing
Confidential	Support Activities for Transportation

Maine Employment Forecast

		Ave. Annual Openings:	Area Annual Openings
Year 2002	65		
Year 2012	57	Total	2 NA
Net Change	-8	Due to Growth	0
Percent Change	-12.3%	Due to Replacement	2

Northeast Regional Employment Forecast:

Year	Year	Percent Change
2002	2012	to 2012
NA	NA	NA

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG) Occupation Match:

SOC	Occupation	Employment 2002	Percent Change to 2012	Maine Average Wage	Training Required
51-4072 ²	Plastic Molding and Casting Machine Oprs.**	11	-18.2%	\$12.29*	Moderate O-J-T
51-4121 ²	Brazers	201	-4.0	16.81	Long-term O-J-T
51-9012 ²	Separating, Filtering, Clarifying Setters, etc.	59	-22.0	18.32	Moderate O-J-T

*Wages are Mean Wage Rates

**No Other Related Occupations Available for the Northeast District

¹ State

² Regional

APPENDIX A

Georgia-Pacific Corporation Old Town Mill Rate of Wages Effective as Indicated

	10/1/2002 2.5%	10/1/2003 2.5%	10/1/2004 2.5%	10/1/2005 3%	10/1/2006 3%	10/1/2007 3%
Fiber						
Digester Operator	19.33	19.81	20.31	20.92	21.55	22.20
Bleaching Operator	17.79	18.23	18.69	19.25	19.83	20.42
Pulp Mill Assistant	16.86	17.28	17.71	18.24	18.79	19.35
Pulp Mill Process Spare	15.22	15.60	15.99	16.47	16.96	17.47
CIO2 Operator	18.64	19.11	19.59	20.18	20.79	21.41
Liquor Prep Operator	18.96	19.43	19.92	20.52	21.14	21.77
Chem. Prep Assistant	16.63	17.05	17.48	18.00	18.54	19.10
Liquor/Chern Prep Process Spare	14.24	14.60	14.97	15.42	15.88	16.36
Woodroom Operator	16.44	16.85	17.27	17.79	18.32	18.87
Woodroom Assistant	13.98	14.33	14.69	15.13	15.58	16.05
Woodroom Process Spare	13.98	14.33	14.69	15.13	15.58	16.05
Utility						
Utility Operator, 1" Class	20.35	20.86	21.38	22.02	22.68	23.36
Utility Operator, 2" Class	19.99	20.49	21.00	21.63	22.28	22.95
Utility Operator, 3" Class	19.70	20.19	20.69	21.31	21.95	22.61
Utility Operator, 4" Class	19.45	19.94	20.44	21.05	21.68	22.33
Utility Operator	19.27	19.75	20.24	20.85	21.48	22.12
Utility 1" Assistant, 1" Class	19.21	19.69	20.18	20.79	21.41	22.05
Utility 1" Assistant, 2" Class	18.85	19.32	19.80	20.39	21.00	21.63
Utility 1" Assistant, 3" Class	18.55	19.01	19.49	20.07	20.67	21.29
Utility 1" Assistant, 4" Class	18.32	18.78	19.25	19.83	20.42	21.03
Utility 1" Assistant	18.14	18.59	19.05	19.62	20.21	20.82
Recovery						
Recovery Operator, 1" Class	20.35	20.86	21.38	22.02	22.68	23.36
Recovery Operator, 2" Class	19.99	20.49	21.00	21.63	22.28	22.95
Recovery Operator, 3" Class	19.70	20.19	20.69	21.31	21.95	22.61
Recovery Operator, 4" Class	19.45	19.94	20.44	21.05	21.68	22.33
Recovery Operator	19.27	19.75	20.24	20.85	21.48	22.12
Recovery 1" Assistant, 1" Class	19.21	19.69	20.18	20.79	21.41	22.05
Recovery 1" Assistant, 2" Class	18.85	19.32	19.80	20.39	21.00	21.63
Recovery 1" Assistant, 3" Class	18.55	19.01	19.49	20.07	20.67	21.29
Recovery 1" Assistant, 4" Class	18.32	18.78	19.25	19.83	20.42	21.03
Recovery 1" Assistant	18.14	18.59	19.05	19.62	20.21	20.82
Recovery Helper, 1" Class	17.50	17.94	18.39	18.94	19.51	20.10
Recovery Helper, 2" Class	17.14	17.57	18.01	18.55	19.11	19.68
Recovery Helper, 3" Class	16.83	17.25	17.68	18.21	18.76	19.32
Recovery Helper, 4" Class	16.58	16.99	17.41	17.93	18.47	19.02
Recovery Helper	16.42	16.83	17.25	17.77	18.30	18.85

	10/1/2002 2.5%	10/1/2003 2.5%	10/1/2004 2.5%	10/1/2005 3%	10/1/2006 3%	10/1/2007 3%
Feedwater						
Feedwater Operator, 1"	19.21	19.69	20.18	20.79	21.41	22.05
Feedwater Operator, 2"	18.85	19.32	19.80	20.39	21.00	21.63
Feedwater Operator, 3"	18.55	19.01	19.49	20.07	20.67	21.29
Feedwater Operator, 4"	18.32	18.78	19.25	19.83	20.42	21.03
Feedwater Operator	18.14	18.59	19.05	19.62	20.21	20.82
Utility/Recover/Feedwater						
Process Spare	14.24	14.6	14.97	15.42	15.88	16.36
WWTP						
Senior Operator Class V	20.07	20.57	21.08	21.71	22.36	23.03
Senior Operator, Grade	19.76	20.25	20.76	21.38	22.02	22.68
Senior Operator Class IV	19.59	20.08	20.58	21.20	21.84	22.05
Senior Operator, Grade	19.30	19.78	20.27	20.88	21.51	22.16
Senior Operator Class III	19.18	19.66	20.15	20.75	21.37	22.01
Senior Operator, Grade	18.87	19.34	19.82	20.41	21.02	21.65
Senior Operator Class II	18.82	19.29	19.77	20.36	20.97	21.60
Senior Operator, Grade	18.51	18.97	19.44	20.02	20.62	21.24
Senior Operator, Grade I	18.22	18.68	19.15	19.72	20.31	20.92
Operator Class V HPBL	19.15	19.63	20.12	20.72	21.34	21.98
Operator, Grade V	18.84	19.31	19.79	20.38	20.99	21.62
Operator Class IV HPBL	18.65	19.12	19.60	20.19	20.80	21.42
Operator, Grade IV	18.37	18.83	19.30	19.88	20.48	21.09
Operator Class III HPBL	18.24	18.70	19.17	19.75	20.34	20.95
Operator, Grade III	17.95	18.40	18.86	19.43	20.01	20.61
Operator Class II HPBL	17.90	18.35	18.81	19.37	19.95	20.55
Operator, Grade II	17.59	18.03	18.48	19.03	19.60	20.19
Operator, Grade I	17.29	17.72	18.16	18.70	19.26	19.84
WWTP Process Spare	14.24	14.60	14.97	15.42	15.88	16.36
Quality Assurance						
Shift Technician	17.77	18.21	18.67	19.23	19.81	20.40
Laboratory						
Technical Specialist	17.53	17.97	18.42	18.97	19.54	20.13
Chip Tester	15.02	15.40	15.79	16.26	16.75	17.25
Environmental						
Environmental Techni-	17.37	17.80	18.25	18.80	19.36	19.94
Warehouse						
Warehouse Crew Leader	16.80	17.22	17.65	18.18	18.73	19.29
Senior Lift Truck Opera-	16.80	17.22	17.65	18.18	18.73	19.29
Process Spare	13.98	14.33	14.69	15.13	15.58	16.05

	10/1/2002 2.5%	10/1/2003 2.5%	10/1/2004 2.5%	10/1/2005 3%	10/1/2006 3%	10/1/2007 3%
Yard						
Truck Driver	14.60	14.97	15.34	15.80	16.27	16.76
Janitor/Cleaner	14.66	15.03	15.41	15.87	16.35	16.84
Lead Cleaner	16.56	16.97	17.39	17.91	18.45	19.00
General Equip. Opera-	18.10	18.55	19.01	19.58	20.17	20.78
General Equip. Opera-	19.91	20.41	20.92	21.55	22.20	22.87
General Labor 1	13.25	13.58	13.92	14.34	14.77	15.21
General Labor 2	13.75	14.09	14.44	14.87	15.32	15.78
General Labor 3	14.26	14.62	14.99	15.44	15.90	16.38
Stores						
Storekeeper A	17.48	17.92	18.37	18.92	19.49	20.07
Storekeeper A Main	17.48	17.92	18.37	18.92	19.49	20.07
Storekeeper 8	16.31	16.72	17.14	17.65	18.18	18.73
Store Issuer 8 (shift)	16.56	16.97	17.39	17.91	18.45	19.00
Kraft Machine						
Machine Tender	19.33	19.81	20.31	20.92	21.55	22.20
Machine 2nd Hand	17.79	18.23	18.69	19.25	19.83	20.42
1st Assistant	16.86	17.28	17.71	18.24	18.79	19.35
2nd Assistant	16.86	17.28	17.71	18.24	18.79	19.35
3rd Assistant	16.86	17.28	17.71	18.24	18.79	19.35
Process Spare	14.24	14.60	14.97	15.42	15.88	16.36
Tissue Mill						
Lead Operator	21.95	22.50	23.06	23.75	24.46	25.19
Operator	19.23	19.71	20.20	20.81	21.43	22.07
Dry End Operator	17.60	18.04	18.49	19.04	19.61	20.20
Stock Prep						
Stock Prep Operator	17.94	18.39	18.85	19.42	20.00	20.60
Tissue Mill/ Stock Prep						
Process Spare	14.24	14.60	14.97	15.42	15.88	16.36
Converting						
Adjusters						
Chief Adjuster	21.57	22.11	22.66	23.34	24.04	24.76
Adjuster	20.74	21.26	21.79	22.44	23.11	23.80
Tissue Department						
Crew Leader Level 3	22.30	22.86	23.43	24.13	24.85	25.60
Crew Leader Level 2	22.04	22.59	23.15	23.84	24.56	25.30
Crew Leader Level 1	21.82	22.37	22.93	23.62	24.33	25.06
Assistant Crew Leader	21.82	22.37	22.93	23.62	24.33	25.06
IT Winder Operator	17.70	18.14	18.59	19.15	19.72	20.31
IT Wrapper/ Packer	16.37	16.78	17.20	17.72	18.25	18.80

	10/1/2002 2.5%	10/1/2003 2.5%	10/1/2004 2.5%	10/1/2005 3%	10/1/2006 3%	10/1/2007 3%
Napkin Department						
Napkin Folder Op- Support Group	18.15	18.60	19.07	19.64	20.23	20.84
Material Servicer	16.48	16.89	17.31	17.83	18.36	18.91
Core Machine Op- Converting Process	16.85	17.27	17.70	18.23	18.78	19.34
	14.24	14.60	14.97	15.42	15.88	16.36
Maintenance						
Electrical & Instru- mentation						
E & I Planner	24.32	24.90	25.50	26.24	27.00	27.78
E & I Technician A	23.06	23.64	24.23	24.96	25.71	26.48
E & I Technician B	21.56	22.10	22.65	23.33	24.03	24.75
E & I Technician C	20.08	20.58	21.09	21.72	22.37	23.04
Loop Tune Techni- Mechanical	24.32	24.90	25.50	26.24	27.00	27.78
Planner	22.66	23.18	23.72	24.38	25.06	25.76
Technical Specialist	19.18	19.64	20.11	20.69	21.29	21.91
Specialist Leadper- Technician Leadper- son	18.00	18.43	18.87	19.41	19.97	20.55
	17.14	17.55	17.97	18.49	19.02	19.57
Tradeperson Lead- Journeyman Lead- Journeyman A W/21	16.72	17.12	17.30	18.03	18.55	19.08
	18.72	19.17	19.63	20.20	20.78	21.38
Journeyman A W	20.91	21.43	21.97	22.63	23.31	24.01
Journeyman A W/2 /	19.71	20.20	20.71	21.33	21.97	22.63
Journeyman A W/2 /	18.87	19.34	19.82	20.41	21.02	21.65
Journeyman A W/12	18.44	18.90	19.37	19.95	20.55	21.17
Journeyman A W/11	17.97	18.42	18.88	19.45	20.03	20.63
Journeyman A W/11	19.67	20.16	20.66	21.28	21.92	22.58
Journeyman A W/11 /	18.49	18.95	19.42	20.00	20.60	21.22
Journeyman A W/11	17.62	18.06	18.51	19.07	19.64	20.23
Journeyman A W/1	17.20	17.63	18.07	18.61	19.17	19.75
Journeyman A I Tech	16.74	17.16	17.59	18.12	18.66	19.22
Journeyman A /	18.43	18.89	19.36	19.94	20.54	21.16
Journeyman A I	17.25	17.68	18.12	18.66	19.22	19.80
Journeyman A I	16.39	16.80	17.22	17.74	18.27	18.82
Journeyman A	15.97	16.37	16.78	17.28	17.80	18.33
Journeyman A	15.49	15.88	16.28	16.77	17.27	17.79

Projected Employment and Annual Job Openings, Maine and Northeast Region for Occupations Formerly Employed at Georgia Pacific, Old Town, Maine																	
		Mean Hourly Wage (2005) Bangor MSA	Mean Hourly Wage (2005) Statewide	Maine Statewide (Projected)						Northeast Region (Projected)							
				Employment		Employment Chg		Annual Job Openings		Employment		Employment Chg		Annual Job Openings			
				2004	2014	Net	Pct	Growth	Repl	Total	2002	2012	Net	Pct	Growth	Repl	Total
SOC	SOC Occupational Title																
11-1021	General and Operations Managers	\$37.85	\$38.07	10,273	11,583	1,310	12.8%	131	194	325	1,876	2,048	172	9.2%	17	35	52
11-3011	Administrative Services Managers	\$25.73	\$26.40	1,079	1,166	87	8.1%	9	21	30	167	172	5	3.0%	1	3	4
11-3031	Financial Managers	\$34.71	\$33.65	2,832	3,164	332	11.7%	33	41	74	388	426	38	9.8%	4	6	10
11-3049	Human Resources Managers, All Other	\$28.08	\$31.68	353	384	31	8.8%	3	6	9	151	157	6	4.0%	1	3	4
11-3051	Industrial Production Managers	\$38.60	\$34.33	702	654	-48	-6.8%	0	14	14	123	106	-17	-13.8%	0	2	2
11-3061	Purchasing Managers	\$29.15	\$33.15	311	304	-7	-2.3%	0	7	7	82	83	1	1.2%	0	2	2
11-3071	Transportation, Storage, and Distribution Managers	\$29.88	\$29.28	612	669	57	9.3%	6	12	18	89	93	4	4.5%	0	2	2
11-9041	Engineering Managers	\$37.86	\$44.90	769	780	11	1.4%	1	15	16	88	83	-5	-5.7%	0	2	2
11-9199	Managers, All Other	\$31.29	\$34.12	2,369	2,318	-51	-2.2%	0	46	46	412	434	22	5.3%	2	8	10
13-1023	Purchasing Agents, Except Wholesale, Retail and Farm Products	\$20.12	\$20.42	914	945	31	3.4%	3	23	26	116	119	3	2.6%	0	3	3
	Human Resources, Training, and Labor Relations Specialists, All Other	\$18.21	\$21.79	352	414	62	17.6%	6	6	12	NA	NA	NA	NA	NA	NA	NA
13-1081	Logistician	NA	\$24.23	36	37	1	2.8%	0	1	1	NA	NA	NA	NA	NA	NA	NA
13-1199	Business Operations Specialists, All Other	\$22.39	\$25.33	3,710	4,528	818	22.0%	82	63	145	507	629	122	24.1%	12	9	21
13-2011	Accountants and Auditors	\$23.97	\$24.33	3,587	3,804	217	6.0%	22	68	90	478	522	44	9.2%	4	9	13
15-1071	Network and Computer Systems Administrators	\$24.58	\$25.62	993	1,253	260	26.2%	26	11	37	116	129	13	11.2%	1	1	2
17-2081	Environmental Engineers	\$29.41	\$29.68	332	393	61	18.4%	6	6	12	28	35	7	25.0%	1	1	2
17-2112	Industrial Engineers	NA	\$31.11	435	449	14	3.2%	1	11	12	106	99	-7	-6.6%	0	3	3
17-2141	Mechanical Engineers	\$28.57	\$31.08	638	647	9	1.4%	1	17	18	86	77	-9	-10.5%	0	2	2
17-3013	Mechanical Drafters	\$23.20	\$23.12	797	650	-147	-18.4%	0	22	22	101	76	-25	-24.8%	0	3	3
17-3025	Environmental Engineering Technicians	\$16.90	\$17.42	89	98	9	10.1%	1	2	3	NA	NA	NA	NA	NA	NA	NA
17-3026	Industrial Engineering Technicians	NA	\$20.96	241	225	-16	-6.6%	0	5	5	35	27	-8	-22.9%	0	1	1
29-9011	Occupational Health and Safety Specialists	\$27.10	\$26.52	203	217	14	6.9%	1	4	5	41	40	-1	-2.4%	0	1	1
37-2011	Janitors and Cleaners	\$10.13	\$10.58	11,208	12,296	1,088	9.7%	109	213	322	1,872	2,001	129	6.9%	13	36	49
41-4012	Sales Representatives, Wholesale and Manufacturing	\$16.41	\$23.17	5,043	5,739	696	13.8%	70	132	202	706	754	48	6.8%	5	19	24
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$12.29	\$13.80	8,965	9,103	138	1.5%	14	168	182	1,547	1,487	-60	-3.9%	0	29	29

**Projected Employment and Annual Job Openings, Maine and Northeast Region
for Occupations Formerly Employed at Georgia Pacific, Old Town, Maine**

		Mean Hourly Wage (2005) Bangor MSA	Maine Statewide (Projected)						Northeast Region (Projected)										
			Mean Hourly Wage (2005) Statewide	Employment		Employment Chg		Annual Job Openings		Employment	Employment Chg		Annual Job Openings						
				2004	2014	Net	Pct	Growth	Repl		Total	2002	2012	Net	Pct	Growth	Repl	Total	
SOC	SOC Occupational Title																		
43-3051	Payroll and Timekeeping Clerks	\$12.78	\$14.08	1,003	1,085	82	8.2%	8	27	35	148	137	-11	-7.4%	0	4	4		
43-3061	Procurement Clerks	\$15.35	\$15.46	251	241	-10	-4.0%	0	6	6	33	28	-5	-15.2%	0	1	1		
43-5061	Production, Planning, and Expediting Clerks	\$17.31	\$19.22	1,215	1,144	-71	-5.8%	0	29	29	125	113	-12	-9.6%	0	3	3		
43-5071	Shipping, Receiving, and Traffic Clerks	\$11.72	\$12.42	2,948	2,964	16	0.5%	2	61	63	422	378	-44	-10.4%	0	9	9		
43-5081	Stock Clerks and Order Fillers	\$9.44	\$9.99	6,725	6,226	-499	-7.4%	0	249	249	1,083	946	-137	-12.7%	0	40	40		
43-6011	Executive Secretaries and Administrative Assistants	\$17.44	\$18.22	4,062	4,254	192	4.7%	19	78	97	908	915	7	0.8%	1	17	18		
43-9061	Office Clerks, General	\$10.51	\$10.82	12,517	12,850	333	2.7%	33	277	310	1,897	1,850	-47	-2.5%	0	42	42		
47-2111	Electricians	\$20.19	\$19.69	3,649	3,527	-122	-3.3%	0	72	72	603	581	-22	-3.6%	0	12	12		
47-2152	Plumbers, Pipefitters, and Steamfitters	\$18.81	\$19.31	2,820	2,751	-69	-2.4%	0	65	65	405	363	-42	-10.4%	0	9	9		
	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers																		
49-1011		\$25.71	\$23.30	2,246	2,447	201	8.9%	20	56	76	421	432	11	2.6%	1	11	12		
49-9041	Industrial Machinery Mechanics	\$18.24	\$17.69	943	925	-18	-1.9%	0	19	19	130	120	-10	-7.7%	0	3	3		
49-9044	Millwrights	\$19.02	\$20.19	843	744	-99	-11.7%	0	21	21	210	157	-53	-25.2%	0	5	5		
	First-Line Supervisors/Managers of Production and Operating Workers																		
51-1011		\$22.42	\$21.78	3,722	3,602	-120	-3.2%	0	78	78	532	474	-58	-10.9%	0	11	11		
51-4041	Machinists	\$15.01	\$18.92	1,818	1,743	-75	-4.1%	0	42	42	243	220	-23	-9.5%	0	6	6		
51-8021	Stationary Engineers and Boiler Operators	NA	\$19.64	561	471	-90	-16.0%	0	10	10	97	78	-19	-19.6%	0	2	2		
	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders																		
51-9012		NA	\$18.32	323	286	-37	-11.5%	0	10	10	59	46	-13	-22.0%	0	2	2		
	Mixing and Blending Machine Setters, Operators, and Tenders																		
51-9023		NA	\$17.63	493	444	-49	-9.9%	0	13	13	92	65	-27	-29.3%	0	2	2		
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$15.37	\$14.58	1,886	1,747	-139	-7.4%	0	43	43	247	227	-20	-8.1%	0	6	6		
51-9111	Packaging and Filling Machine Operators and Tenders	\$14.89	\$12.71	1,517	1,367	-150	-9.9%	0	30	30	195	184	-11	-5.6%	0	4	4		

Projected Employment and Annual Job Openings, Maine and Northeast Region for Occupations Formerly Employed at Georgia Pacific, Old Town, Maine																	
		Mean Hourly Wage (2005) Bangor MSA	Mean Hourly Wage (2005) Statewide	Maine Statewide (Projected)						Northeast Region (Projected)							
SOC	SOC Occupational Title			Employment		Employment Chg		Annual Job Openings		Employment		Employment Chg		Annual Job Openings			
				2004	2014	Net	Pct	Growth	Repl	Total	2002	2012	Net	Pct	Growth	Repl	Total
51-9196	Paper Goods Machine Setters, Operators, and Tenders	NA	\$19.33	1,037	911	-126	-12.2%	0	22	22	268	200	-68	-25.4%	0	6	6
51-9198	Helpers, Production Workers	\$11.09	\$11.33	1,945	1,868	-77	-4.0%	0	55	55	219	182	-37	-16.9%	0	6	6
51-9199	Production Workers, All Other	NA	\$14.08	1,574	1,220	-354	-22.5%	0	38	38	534	406	-128	-24.0%	0	13	13
53-3032	Truck Drivers, Heavy or Tractor Trailer	\$15.30	\$14.84	11,188	12,126	938	8.4%	94	183	277	2,385	2,480	95	4.0%	10	39	49
53-7051	Industrial Truck and Tractor Operators	\$12.23	\$13.56	2,429	2,570	141	5.8%	14	46	60	414	387	-27	-6.5%	0	8	8
53-7061	Cleaners of Vehicles and Equipment	\$10.07	\$10.07	1,089	1,145	56	5.1%	6	38	44	202	216	14	6.9%	1	7	8
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$9.30	\$10.20	9,892	9,975	83	0.8%	8	323	331	1,376	1,232	-144	-10.5%	0	45	45
53-7121	Tank Car, Truck, and Ship Loaders (Includes Unloaders)	NA	\$14.78	65	57	-8	-12.3%	0	2	2	NA	NA	NA	NA	NA	NA	NA
Source: Maine Department of Labor, Labor Market Information Services, Occupational Employment Projections 2004-2014, and Maine Employment Outlook to 2012 Northeast Region. Created 19 July 2006; Revised 28 July 2006.																	

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